

(Appendix B)

ELIGIBILITY CRITERIA FOR PREFERENCE IN HIRING

To the extent practicable, involuntarily separated employees who (a) otherwise meet the eligibility requirements contained in this Plan and (b) are qualified or qualifiable, will receive hiring preference to vacancies with the Laboratory and at other DOE facilities. While it is not prudent to list every factor that should be evaluated in determining whether the application of the hiring benefits is practicable, generally speaking it will be considered practicable where the eligible candidates possess qualifications approximately equal to competing, non-eligible candidates, or the eligible individuals may be retrained to meet such qualifications by the time the work is to commence (such retraining will not exceed 60 days).

Openings for positions not filled by internal movement of existing employees at the Laboratory will be filled by giving preference to eligible involuntarily separated employees for positions in the following order:

-First preference will be given to former regular, full-time Laboratory employees who meet the Section 3161 eligibility requirements.

-Second preference will be given to former regular, part-time Laboratory employees who meet the Section 3161 eligibility requirements.

-Third preference will be given to former employees from other DOE facilities that meet the Section 3161 eligibility requirements.

Employees who are covered under this Plan and are involuntarily separated from the Laboratory must provide written notification at the time of separation, and thereafter annually, to the Laboratory that the employee is interested in this hiring preference. Failure to do so will result in the permanent removal of the employee from the preference list.

In particular circumstances, other relevant business, legal, policy, or programmatic considerations may make application of the hiring benefits impractical, e.g., where there are contractual rights under a collective bargaining agreement or seniority plan when particular employees have recall rights.